



DEVAL L. PATRICK  
GOVERNOR

ANDREA J. CABRAL  
SECRETARY

*The Commonwealth of Massachusetts  
Executive Office of Public Safety and Security  
Department of Fire Services*

*P.O. Box 1025 ~State Road*

*Stow, Massachusetts 01775*

*(978) 567-3100 Fax: (978) 567-3121*

*[www.mass.gov/dfs](http://www.mass.gov/dfs)*



STEPHEN D. COAN  
STATE FIRE MARSHAL

For Immediate Release: January 25, 2016  
Contact: Jennifer L. Mieth, (978) 567-3189

**32 Administrative and Executive Fire Officers Graduate  
from Management Training Program**

On Monday, January 25, 2016, 32 fire officers graduated from the 22<sup>nd</sup> offering of the Massachusetts Firefighting Academy's Chief Fire Officer Management Training Program. The thirteen-week program was developed in accordance with National Fire Protection Association Standards for chief fire officers, and is delivered jointly by the Edward J. Collins, Jr. Center for Public Management at the University of Massachusetts and the Massachusetts Firefighting Academy. It is a comprehensive course providing training in the non-fire suppression aspects of managing fire departments.

State Fire Marshal Stephen D. Coan said, "These fire service leaders are committed to continually developing their management and leadership skills in order to provide the highest level of service to the communities they protect."

The thirty-two graduates serve the following fire departments: Acton, Agawam, Arlington, Ashland, Attleboro, Boxford, Brewster, Cambridge, Charlton, Concord, Devens, Eastham, Everett, Groton, Hingham, Holden, Holyoke, Kingston, Millis, Northampton, Orange, Orleans, Peabody, Randolph, Revere, Saugus, Sharon, Shrewsbury, Taunton, Wareham, Westminster, and Wrentham.

The curriculum covers a spectrum of topics considered essential for effective public sector management. It includes human resource management, group dynamics, leadership and legal issues, governmental and organization structures, information management, customer-focused strategic planning, legal aspects, budgets and public finance, community awareness and public relations, and labor relations.

The Chief Fire Officer Management Training Program expects to help fire officers improve their ability to lead and manage personnel and the department, to provide skills to understand employees' needs and problems, to promote personal productivity, to increase

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the capacity to manage both human and technical resources, and to increase inter-agency cooperation.

Participants are required to write a formal research paper, identifying a current problem or challenge faced by their organization and proposing a viable solution. The officers must then present their proposal to a mock panel of municipal officials for their consideration.

The Massachusetts Firefighting Academy, a division of the Department of Fire Services, offers this program, tuition-free.



Congratulations Deputy Chief Robert Hart